

2013 FCC EEO Public File Report for Charter Communications (All)

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 61
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 219

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State (All)
FCC Unit (All)

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1301158	Broadband Installer	Charter.com	1	1
		Employee Referral	2	2
		Direct Employers	0	0
		State Job Board - MN	0	0
1301158 Total			3	3
1302055	Broadband Installer	Charter.com	3	0
		Indeed.com	1	0
		Direct Employers	0	0
1302055 Total			4	0
1302737	Broadband Installer	Charter.com	3	2
		Employee Referral	2	0
		Direct Employers	0	0
1302737 Total			5	2
1302765	Broadband Installer	Charter.com	3	0
		Employee Referral	3	2
		Indeed.com	2	0
		Direct Employers	0	0
		State Job Board - MN	0	0
		We're Hiring Magnet on Truck	0	0
1302765 Total			8	2
1203748	Broadband Tech I	Charter.com	1	1
		Employee Referral	1	0
		Direct Employers	0	0
		Internal Candidate	4	0
1203748 Total			6	1

1205933	Business Account Executive	Charter.com	3	0
		Employee Referral	2	1
		Indeed.com	1	0
		LinkedIn	1	0
		Direct Employers	0	0
		Internal Candidate	2	0
		1205933 Total		9
1301676	Business Account Executive	Charter.com	1	0
		Employee Referral	2	0
		helpwantedrochester.com	1	0
		Direct Employers	0	0
		Internal Candidate	2	1
		monster.com	1	0
		1301676 Total		7
1205505	CB Sales Center Lead	Direct Employers	0	0
		Internal Candidate	1	1
1205505 Total		1	1	
1205536	CB Sales Specialist I	Employee Referral	2	2
		Direct Employers	0	0
		Internal Candidate	3	3
1205536 Total		5	5	
1303664	CB Sales Specialist I	Charter.com	1	0
		Employee Referral	3	2
		Direct Employers	0	0
1303664 Total		4	2	
1304329	CB Sales Specialist I	Employee Referral	2	2
		Direct Employers	0	0
1304329 Total		2	2	
1206132	Cust Sales & Serv Cntr Rep	Employee Referral	1	0
		Indeed.com	2	0
		Direct Employers	0	0
		State Job Board - MN	1	1
1206132 Total		4	1	
1303465	Cust Sales & Serv Cntr Rep	Employee Referral	1	0
		Indeed.com	2	0
		Direct Employers	0	0
		Internal Candidate	1	1
1303465 Total		4	1	
1301806	Dir, Field Business Planning	Internal Candidate	1	1
		State Job Board - MN	0	0
1301806 Total		1	1	
1205345	Dir, Field Engineering	Direct Employers	0	0
		Internal Candidate	3	0
1205345 Total		3	0	

1203921	Direct Sales Rep	Indeed.com	1	0
		Direct Employers	0	0
		Internal Candidate	1	1
		Ranstad Source Right	0	0
1203921 Total			2	1
1302610	Direct Sales Rep	Charter.com	1	1
		craigslist	1	0
		Employee Referral	2	1
		Direct Employers	0	0
		Ranstad Source Right	0	0
1302610 Total			4	2
1303029	Direct Sales Rep	craigslist	1	0
		Employee Referral	1	0
		Indeed.com	1	0
		TV Advertisement	1	0
		Direct Employers	0	0
		Internal Candidate	1	1
		Ranstad Source Right	0	0
1303029 Total			5	1
1304147	Direct Sales Rep	Charter.com	1	1
		TV Advertisement	1	0
		Direct Employers	0	0
		Ranstad Source Right	0	0
1304147 Total			2	1
1204452	Dispatcher I	Charter.com	5	0
		Employee Referral	1	0
		google.com	1	0
		Indeed.com	7	1
		Direct Employers	0	0
		Internal Candidate	5	3
		State Job Board - MN	2	0
1204452 Total			21	4
1205692	Dispatcher I	Direct Employers	0	0
		Internal Candidate	10	1
1205692 Total			10	1
1301688	Dispatcher I	Direct Employers	0	0
		Internal Candidate	7	1
		State Job Board - MN	0	0
1301688 Total			7	1
1303703	Dispatcher I	Employee Referral	2	0
		Indeed.com	3	0
		Direct Employers	0	0
		Internal Candidate	10	0
		monster.com	1	0

1303703	Dispatcher I	State Job Board - MN	1	1
		We're Hiring Magnet on Truck	0	0
1303703 Total			17	1
1303279	Dispatcher Lead	Direct Employers	0	0
		Internal Candidate	5	1
		We're Hiring Magnet on Truck	0	0
1303279 Total			5	1
1301544	HFC Analyst	Indeed.com	1	0
		Direct Employers	0	0
		Internal Candidate	13	1
1301544 Total			14	1
1205416	Human Resources Generalist I	Indeed.com	1	1
		Direct Employers	0	0
1205416 Total			1	1
1204099	Major Accounts Executive	Direct Employers	0	0
		Internal Candidate	1	1
1204099 Total			1	1
1205938	Mgr, CB Service Delivery I	Charter.com	1	1
		Direct Employers	0	0
1205938 Total			1	1
1204187	Mgr, CMTS Operations	Direct Employers	0	0
		Internal Candidate	1	1
1204187 Total			1	1
1204176	Mgr, ISP	Direct Employers	0	0
		Internal Candidate	1	1
1204176 Total			1	1
1205556	Mgr, Sales Business Accounts	Direct Employers	0	0
		Internal Candidate	1	1
1205556 Total			1	1
1303834	Mgr, Sales K-12 School & Lib	Indeed.com	1	0
		Direct Employers	0	0
		Internal Candidate	3	2
1303834 Total			4	2
1205154	Mgr, Sales Major Accounts	Employee Referral	1	0
		Direct Employers	0	0
		Internal Candidate	3	1
1205154 Total			4	1
1301273	Mgr, Technical Operations	Direct Employers	0	0
		Internal Candidate	3	0
		State Job Board - MN	0	0
1301273 Total			3	0
1303380	Project Manager Engineering I	Direct Employers	0	0
		Internal Candidate	2	0
		State Job Board - MN	0	0

1303380	Project Manager Engineering I	We're Hiring Magnet on Truck	0	0
1303380 Total			2	0
1301667	Service Activation Rep	Direct Employers	0	0
		Internal Candidate	3	3
1301667 Total			3	3
1303085	Service Activation Rep	Direct Employers	0	0
		Internal Candidate	5	4
1303085 Total			5	4
1204166	Sr Dir, ISP	Direct Employers	0	0
		Internal Candidate	1	1
1204166 Total			1	1
1205214	Sup, CB Sales Center	Direct Employers	0	0
		Internal Candidate	1	1
1205214 Total			1	1
1204947	Sup, Cust Sales & Service Cntr	Direct Employers	0	0
		Internal Candidate	6	1
1204947 Total			6	1
1301486	Sup, Direct Sales I-SFU	Employee Referral	2	1
		Direct Employers	0	0
1301486 Total			2	1
1301280	Sup, Technical Ops I	Direct Employers	0	0
		Internal Candidate	5	1
		State Job Board - MN	0	0
1301280 Total			5	1
1204869	Technical Service Rep I	Direct Employers	0	0
		Internal Candidate	1	1
1204869 Total			1	1
1205248	Warehouse Technician	Indeed.com	1	0
		Direct Employers	0	0
1205248 Total			1	0
1303487	Warehouse Technician	CareerBuilder.com	1	0
		Charter.com	2	0
		Employee Referral	1	0
		Indeed.com	13	1
		yahoo.com	1	0
		Direct Employers	0	0
		Internal Candidate	2	1
		State Job Board - MN	2	0
		We're Hiring Magnet on Truck	0	0
1303487 Total			22	2
Grand Total			219	61

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	12405 Powerscourt Drive	St. Louis, MO	Charter Corporate	N/A	N	115
Direct Employers Association	9002 N. Purdue Rd. Suite 100	Indianapolis, IN	Internet Posting	317-874-9000	N	*
Charter.com	www.charter.com		Internet Posting	N/A	N	28
State Job Board-MN.	www.minnesotaworks.net		Internet Posting	N/A	N	6
Indeed.com	www.indeed.com		Internet Posting	N/A	N	37
Google.com	www.google.com		Internet Posting	N/A	N	1
yahoo.com	www.yahoo.com		Internet Posting	N/A	N	1
Employee Referral			Employee		N	33
helpwantedrochester.com	www.helpwantedrochester.com		Internet Posting	N/A	N	1
monster.com	www.monster.com		Internet Posting	N/A	N	2
careerbuilder.com	www.careerbuilder.com		Internet Posting	N/A	N	1
TV Advertisement	Charter Media - 3993 Heritage Pl NW	Rochester, MN 55901	Rick Ward	507-280-0551		2
linkedIn	www.linkedin.com		Internet Posting	N/A	N	1
Craigslist	www.craigslist.com		Internet Posting	N/A	N	2
We're Hiring Magnet	16900 Cedar Ave. S.	Rosemount, MN	Local HR	507-285-6123	N	0
Ranstad Source Right	janelle.pflum@chartercom.com	Indianapolis, IN	Janelle Pflum	317-747-4248	N	0

*Charter is a member of the DirectEmployers Association. Though this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Charter Offices	Ongoing	Charter Communications arranged and paid for training for field technicians. Self Assessment and various training opportunities were available for Broadband and System Technicians to enable them to acquire skills that could qualify them for higher level positions.
2	Charter Offices	Ongoing	Supervisors and Managers participated in a variety of training programs designed to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, and Civil Treatment for Managers.
3	RCTC Job Fair	4/24/2013	Charter participated in a job fair held at Rochester Community Technical college on 4/24/2013. Charter participated in this event in a recruitment effort to reach out within our Southern MN communities for potential candidates.
4	Veteran's Job Fair	10/11/2012	A Veteran's Job Fair was held at the Rochester Event Center on 10/11/2012. Charter participated in this event in a recruitment effort to reach out within our Southern MN communities for potential candidates.
5	MN School of Business Job Fair	10/29/2012	A Job Fair was held at the MN School of Business on 10/29/2012. Charter participated in this event in a recruitment effort to reach out within our Southern MN communities and within the MN School of Business for potential candidates.